

## 2011 - 2012 Seattle City Council Green Sheet

Approved

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83	1	A	1

**Budget Action Title:** Pass C.B. 116999 - COLA for most non-represented employees for 2011, 2012 and 2013

**Councilmembers:** Budget Committee

**Staff Analyst:** Patricia Lee

**Council Bill or Resolution:** C.B. 116999 tab 25 in gray notebook

### Budget Committee Vote:

Date	Result	SB	BH	SC	TR	JG	NL	RC	TB	MO
11/12/2010	Pass 9-	Y	Y	Y	Y	Y	Y	Y	Y	Y

### ***Budget Action description:***

This green sheet recommends passage of C.B. 116999, which authorizes, for most non-represented employees, a cost-of-living adjustment (COLA) of 100% percent of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) in 2011, 2012 and 2013. Employee wages may not be decreased if the CPI-W is negative.

In 2011 the COLA will be 0.6%.

C.B. 116999 replaces the 2% COLA minimum with a 0% COLA minimum and removes the 7% COLA maximum from the COLA formula. Accordingly, Ordinance 123173, which provided for a minimum 2% COLA in 2011 is repealed.

This ordinance does not provide a 2011 COLA increase for the following categories of non-represented employees:

- Councilmembers, Municipal Judges, Magistrates, Court Commissioners and Hearing Examiners
- Employees in the City's discretionary pay programs, as they do not receive a COLA
- Seattle Public Library (SPL) employees as they are covered by the SPL personnel system
- Intermittent employees
- City Light Superintendent
- Board and Commission members with session or meeting rates
- Volunteer Firefighters

Finally, C.B. 116999 increases the time, from one to two years, that an eligible employee laid off in 2011, 2012, or 2013 may remain on the reinstatement recall list and participate in Project Hire.

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Historically, the City has extended to non-represented employees the same wages, benefits and working conditions provided in the City's collective bargaining agreements with the Coalition of City Unions (Coalition). Green Sheet 84-1-A recommends passage of C.B. 116998, which authorizes two Memoranda of Understanding (MOU), one MOU with the Coalition provides the same provisions on wages and working conditions as are provided to non-represented employees in C.B. 116999.

The reduction in COLA in 2011 from 2% to 0.6% for non-represented and Coalition employees will result in an estimated General Fund savings of \$2.3 million and non-General Fund savings of \$3.4 million.